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TITLE Interpersonal Influence Workshop. Description of Teacher Inservice Education Materials.

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ABSTRACT

An inservice course to improve skills in interpersonal effectiveness in classroom and group situations is described. It is designed for teachers, administrators, and counselors from the elementary level through college. Practical application of the principles of interpersonal influence is stressed. Contained in this descriptive report on the learning module are information on the scope and sequencing of topics and the activities and resources involved in using the module. A critique of the program and ordering information are also included. (JD)

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DESCRIPTION OF TEACHER INSERVICE EDUCATION MATERIALS

SUMMARY INFORMATION

Title: INTERPERSONAL INFLUENCE WORKSHOP

Publication Date(s): March 1975

Intended Users: Inservice teachers, administrators, counselors and all who are interested in studying interpersonal and group processes

Grade Level(s): K-college

Number: Class-sized groups (at least 10 persons)

Primary Focus: The intent of the product is to help users to understand interpersonal influence and its effects, and to improve their skills in using the concepts of interpersonal influence in the classroom situation. Practical application of the principles of interpersonal influence is stressed.

School subject(s) and/or inservice topic(s) covered:

The inservice topics addressed by this product are teacher awareness and understanding of the concepts of interpersonal influence and skill building in the area of applying these concepts in the classroom. Subtopics include introduction of basic concepts and tools for understanding this subject, characteristic individual patterns of responses to influence situations, and analysis and interpretations of interpersonal influence in small group settings.

What participant does in using the materials: The participant:

- Reads all material in Leader's Manual,
- Reviews guidance for planning data,
- Joins in a general discussion to clarify questions workshop leaders have about workshop,
- Prepares charts and newsprint,
- Checks all equipment and supplies, and
- Views all films.

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Resources: Needed are:

- A leader;
- Classroom equipment with audio-visual aides;
- School supplies (felt pens, pencils, tape, staplers);
- Pennies for games in Sessions 6 and 7;
- Index cards for Sessions 12 and 13;
- Tape player (cassette); and
- Films--16mm projector and screen

Describer critique:

This product is technically poor; the sound is not always synchronized well and the picture is blurred. While the material raises substantive and timely issues, and the acting is realistic, treatment of the subject is tedious.

1.0 PURPOSES:

The developer offers the following rationale and purposes for this product:

"The major purpose of the system is to provide workshop trainees with a set of concepts and skills that can help them engage in productive, collaborative efforts and to understand interpersonal and group processes within their own schools."

The objectives and criteria, divided into three categories, are:

1. Trainee Knowledge and Awareness Gains
 - Trainee should be able to:
 - a) Identify and explain the major concepts, generalizations and principles presented in the system to describe the process of interpersonal influence.
 - b) Identify, describe, and make judgements about the characteristics of one's own influence style.
 - c) Identify and describe the extent and nature of one's own need to influence.
2. Trainee Application and Performance
 - Trainee will be able to:
 - a) Use the major concepts presented in the system to diagnose and analyze forces and effects of influence in selected interpersonal and group situations
3. Impact of Trainee Behavioral Changes on Instructional Climate and Peer Working Relationship
 - Trainee will be able to:
 - a) Develop a more positive classroom climate

2.0 CONTENT — Scope and Sequencing of Topics:

The interpersonal influence instructional system is a series of 90 minute exercises with three parts. (30 hours)

Part I: Introduction of the basic concepts and tools for understanding interpersonal influence

Part II: Characteristic individual patterns of response to influence situations

Part III: Analysis and interpretations of interpersonal influence in small group settings

The instructional system consists of a Leader's Manual, participant materials, and audiotape (30 minutes) and a set of four films.

<u>Leader's Manual</u>	237 pages, loose leaf
<u>Participant materials</u>	185 pages
<u>Audiotape</u>	30 minutes
<u>Four films</u>	
Session 4	1 film
Session 10	1 film
Session 8	1 film
Session 16	1 film

The twenty exercise sessions are sequentially arranged. The first five sessions introduce total systems: a) sources of power b) levels of power c) processes of influence d) circular process of interpersonal relationships e) hierarchy of needs.

3.0 ACTIVITIES AND RESOURCES INVOLVED IN USE OF PRODUCT

3.1 Description of main inservice activities:

The participant:

- Reads all material in Leader's Manual;
- Reviews guidance for planning;
- Conducts a general discussion to clarify questions the workshop leaders have about conducting a workshop;
- Prepares charts and newsprints needed;
- Checks all equipment and supplies;
- Views all films; and
- Does all exercises.

3.2 Help given in use of product:

A 237-page loose leaf Leader's Manual is provided with the product. It contains a list of all needed equipment, a step-by-step procedure for implementing the program, and a bibliography.

An instructor who is experienced in conducting this workshop should implement the course (see 5.2 for contact list).

4.0 EVALUATION OF TEACHER INSERVICE LEARNING

Evaluation procedures include:

- Assessment questionnaires, self-checks in mid-session (questions to answers in exercises); and
- "Feedback" discussions for each session.

5.0 ORDERING INFORMATION

5.1 Resources required/recommended for implementing product:

Needed for workshop implementation are:

- A leader;
- An audio-visual set-up (tape player, 16mm projector, screen);
- A classroom or seminar room;
- At least ten trainees;
- School supplies (masking tape, newsprint, scissors, pens, pencils); and
- Classroom chairs.

5.2 Distributor name/address:

Xicom, Inc.
RFD #1
Sterling Forest
Tuxedo, New York 10987

M. DeGiovanni, Product Manager

Contact for list of conductors of workshops:
Dr. William T. Ward
Office of Field Relations & Dissemination
Northwest Regional Educational Laboratory
710 S.W. Second Avenue
Portland, Oregon 97204
(503) 224-3650

5.3 Components/approximate costs:

Component	Purchase	Rental	No. Req.	Reusable
INTERPERSONAL INFLUENCE WORKSHOP				
Leader's Manual	\$19.95	no	one	yes
Participant materials	12.95	no	1/participant	no
Audiotape and set of 4 films	99.50/set	no	one	yes
TOTAL \$132.40				

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6.0 HISTORY OF DEVELOPMENT

6.1 Identification of the developer:

Ruth Emory and Rene Pino (at Northwest Regional Educational Laboratory) were the principal developers of this product.

Saralie B. Northam edited the material.

6.2 How developed and when:

This work was developed under a contract with the National Institute of Education, Department of HEW in March, 1975. The product is one of a series of instructional systems prepared by the Improving Teaching Competencies Program of the Northwest Regional Educational Laboratory.

6.3 Evidence of effectiveness with users:

This material was extensively fieldtested with inservice teachers. A report on the field-testing was compiled by Dr. Richard Amends. Revisions in the final product were made on the basis of the results in the field-testing.

C. DESCRIBER CRITIQUE

Appropriateness / adaptability / technical quality:

The product attempts to help trainees conduct interpersonal influence workshops. It fails to meet its purpose successfully because it is technically poor (films), vague (tapes), cumbersome (printed material), poorly organized (no titles for films or tapes in Table of Contents) and excessive in detail (Leader's Manual).

Despite these technical drawbacks, the workshop does raise a timely issue--that of interpersonal influence and its effects on group processes--and addresses itself to a fundamental topic for teachers--the need to recognize and apply the principles of interpersonal influence in the classroom situation.

Content accuracy/social fairness/community acceptance issues:

The content appears accurate.

Minorities are referred to throughout, and racial issues are treated carefully. Some people may object to the racial issues raised, but no controversial treatment is evident.

No sexual bias is apparent.

Overall summary/comment:

This product is organized in such detail in some parts as to overburden the user. In other places obviously needed material, such as length and titles of films, is omitted.

The films were tedious, and the tape, consisting of background music, did not contribute much to the product.

Positive points include the use of realistic people in films and the product's intent to raise some very timely issues for today's educators.